



# Pay & Benefits

California Department of Corrections and Rehabilitation





Correctional Officer

Youth Correctional Officer

Youth Correctional Counselor

## YOU CAN EARN MORE THAN \$73,000 A YEAR WEARING ONE OF OUR UNIFORMS

It has been called "The greatest entry level job in California" -- and for good reason. Along with the great salary, our Peace Officers earn a retirement package you just can't find in private industry. With 41 locations, we have opportunities in some of California's most majestic and affordable communities. So apply today, and discover why more men and women are proud to wear our uniform than any other law enforcement agency in the nation.

Call 1-866-232-JOBS or visit **JOINCDCR.com**



Peace Officers must be a U.S. Citizen (or applied); possess a HS Diploma/GED; be in good physical condition; and have no felony convictions. Must be at least 21 yrs old to apply; no age limit. Veterans receive hiring preference points.

Peace Officers with the California Department of Corrections and Rehabilitation (CDCR) receive a salary that is very competitive with other law enforcement agencies. In addition, the salary is one of the highest paid to Peace Officers in the United States. While in the apprenticeship program, Peace Officers can expect a salary adjustment of 5% every 6 months until the maximum of the range is reached. Thereafter, Peace Officers can expect to receive a salary adjustment of 5% every 12 months until the top of that salary range has been reached.

Peace Officers receive health, dental, and vision benefits. Peace Officers also earn vacation leave, sick leave, and holiday credits, and may be eligible for special educational and physical fitness incentive pay. (Additional Benefits Information)





## PEACE OFFICER SALARIES

### **Correctional Officer / Youth Correctional Officer**

Range I = \$3,050.00 (This monthly rate shall apply to individuals while attending the Basic Correctional Officer Academy)

Range J = \$3,774.00 - (Successful completion of the Basic Correctional Officer Academy)

Range K = \$6,144.00 (Top step of pay scale)

### **Youth Correctional Counselor**

Range I = \$3,050.00 (This monthly rate shall apply to individuals while attending the Basic Correctional Officer Academy)

Range J = \$4,142.00 (Successful completion of the Basic Correctional Officer Academy)

Range K = \$6,743.00 (Top step of pay scale)

### **Casework Specialist**

Range I = \$5,188.00 (This monthly rate shall apply to individuals while attending the Basic Correctional Officer Academy)

Range J = \$5,447.00 (Successful completion of the Basic Correctional Officer Academy)

Range K = \$7,772.00 (Top step of pay scale)



## PEACE OFFICER BENEFITS

Full Medical, Dental and Vision Plans

### Sick Leave

Accrued at a rate of 8 hours per month. May be taken for family, self, or significant others in household.

### Vacation Leave

Vacation is accrued as follows:

7 months to 3 years state service earns 8 hours per month.

37 months to 10 years state service earns 11 hours per month.

121 months to 15 years state service earns 13 hours per month.

181 months to 20 years state service earns 14 hours per month.

241 months and over state service earns 15 hours per month.

### Shift Differential

A shift-differential of 50 cents per hour is paid for 1st and 3rd watches (between 6pm and 6am).

### Uniform Replacement Allowance

An allowance of \$530 shall be paid to a permanent employee that wears a uniform full-time; and \$305 is paid to a permanent employee that wears a uniform part-time.

### Paid Holidays

Compensation is paid for official state holidays. There are 13 actual official holidays. In addition, each employee receives 1 personal holiday to be used per fiscal year.

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# The Greatest Entry Level Job In California

#### Recruitment Incentive

\$175.00 per month is paid to Correctional Officers employed at Correctional Training Facility, San Quentin, and Salinas Valley State Prison.

#### Recruitment and Retention Differential Pay

An annual allotment of \$2,400 will apply to persons accepting positions at Avenal, Calipatria, Centinela, Chuckawalla Valley, and Ironwood State Prisons, payable 30 days following the completion of every 12 consecutive qualifying pay periods.

#### Bilingual Pay

If state certified and recognized by the Department as utilizing bilingual skills, employee shall receive \$100 per month pay differential.

#### Education

\$135 per pay period is paid if employee has attained either an Associate of Arts Degree, Bachelors of Science Degree, or 60 semester units (or the equivalent quarter units) from an accredited college or university.

#### Physical Fitness Incentive Pay

Employees with less than five (5) years of service shall receive a flat rate of \$65 per month for successfully completing the physical fitness test. Employees with more than five (5) years of service shall receive \$130 per month upon successful completion of the physical fitness test.

#### 401 (k) Plan

Employees in Unit 6 are to be included in the State of California, DPA's 401 (k) Deferred Compensation Program.



# Where Do You Fit In?



## PEACE OFFICER RETIREMENT

Upon permanent appointment to a Peace Officer position, individuals are enrolled in the Public Employees Retirement System (PERS) and become members of the State Peace Officer/Firefighter retirement category. This retirement system is one of the best in the nation.

Peace Officers may retire at age 50, earning 3.0% of their salary for every year worked as a Peace Officer. Actual pension is determined based on years of service as a Peace Officer.

For example, Peace Officers can retire with approximately 90% of their income at age 50, after 30 years of service.



**Begin Your Future Today!**

Please visit our web site at [www.joincdcr.com](http://www.joincdcr.com) for additional information on the CDCR and Peace Officer positions.

You may also call our TOLL-FREE telephone number,  
**1-866-232-JOBS (5627)**, to speak with our Customer Service Staff.  
Information regarding the status of your application will be available  
approximately three weeks after submission.

Information regarding additional employment opportunities is available at the following:

1-888-232-4584	Health Care opportunities with the CDCR
1-916-322-2694	General employment opportunities with the CDCR

[www.spb.ca.gov](http://www.spb.ca.gov)

For information about other jobs with the State Of California



**1-866-232-JOBS**